

2022 EDITION

The 50th Annual Survey of Law Firm Economics

LAW FIRM
FINANCIALS

HOURLY
RATES

BILLABLE
HOURS

TOTAL
COMPENSATION

STAFFING
RATIOS

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M A N C E

INFORMATION ABOUT THE RESPONDENT SET

This study is undertaken annually. An invitation to participate was sent to a selected group of law firms. These are firms that have had prior contact with ALM Legal Intelligence and include past participants and purchasers of our various surveys. Invitations to participate were also sent to various members of the Association of Legal Administrators and other mailing lists.

Only U.S. law firms are included in this study. Sole practitioners are included in this report. Therefore any trending data such as firm financials, compensation or billing rates will not be completely trendable with previous editions of the survey. To accommodate this group, ALM Legal Intelligence has a separate data cut for firm sizes 10 attorneys or less.

Information was collected in several areas for each lawyer who worked at the participating law firm in 2021. Earnings and billable

hours information is included only for individuals who worked full-time for all of 2021.

Statistics are not shown for any category that does not have information supplied by at least three individual positions. The number of firms or offices and number of positions are indicated on the tables as appropriate.

In some instances, the sum total of percentage breakouts may not equal 100%, because numbers have been rounded to the nearest one-tenth of one percent.

STANDARD HOURLY BILLING RATES

This section presents standard billing rates for equity partners and shareholders, non-equity partners and shareholders, associates and staff lawyers. Information is collected for each lawyer on the "individual's most commonly used hourly rate as of January 1, 2022. Law firms frequently employ this rate, usually called the Standard Rate, in their budgeting practices. Years of experience is calculated in this section from the year admitted to bar. Average billing rates, as well as quartiles and ninth decile data, are reported as follows:

Trend Comparison – Senior Partners vs. Mid-level Associates

Charts – Median Standard Hourly Rate

National

Gender

Ethnicity

Region

Firm Size

Year Admitted to Bar

Years Legal Experience

Individual Lawyer Non-Litigation Specialties

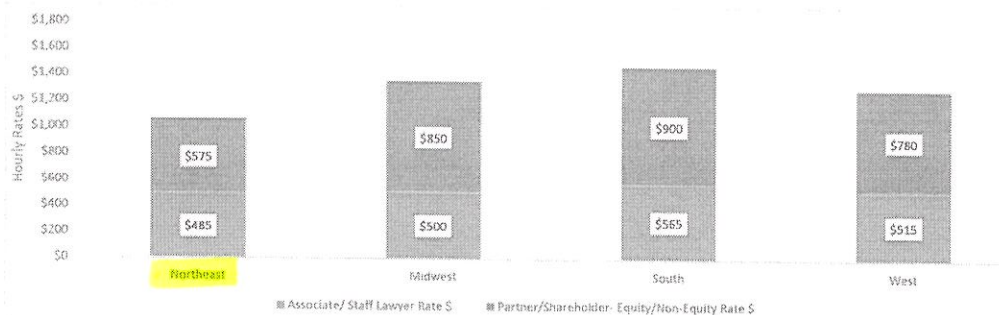
Individual Lawyer Litigation Specialties

TREND COMPARISON OF AVERAGE BILLING RATES IN LAW FIRMS
FOR 25 TO 29 YEAR PARTNERS AND 5 YEAR ASSOCIATES

		25th to 29th Year		5th Year Associate		Ratio Partner to Associate Rates	CPI
		\$	Index	\$	Index		
	1985	128	100	82	100	1.56	100
	1986	143	112	89	109	1.61	102
	1987	142	111	96	117	1.48	106
	1988	143	112	99	121	1.44	111
	1989	157	123	108	132	1.45	116
	1990	166	130	115	140	1.44	123
	1991	170	133	118	144	1.44	129
	1992	181	141	124	151	1.46	133
	1993	184	144	124	151	1.48	137
	1994	194	152	127	155	1.53	141
	1995	198	155	132	161	1.50	145
	1996	200	156	125	152	1.60	149
	1997	207	162	134	163	1.54	153
	1998	228	178	148	180	1.54	155
	1999	230	180	160	195	1.44	159
	2000	245	191	164	200	1.49	165
	2001	259	202	168	205	1.54	170
	2002	270	211	186	227	1.45	172
	2003	274	214	189	230	1.45	176
	2004	294	230	203	248	1.45	181
	2005	301	235	193	235	1.56	188
	2006	318	248	209	255	1.52	194
	2007	336	263	220	268	1.53	200
	2008	352	275	227	277	1.55	208
	2009	346	270	218	266	1.59	207
	2010	357	279	219	268	1.63	210
	2011	378	295	252	307	1.50	217
	2012	370	289	256	312	1.45	222
	2013	375	293	251	299	1.53	225
	2014	399	312	257	313	1.56	229
	2015	444	347	307	374	1.45	233
	2016	435	340	258	315	1.69	236
	2017	482	377	294	359	1.64	242
	2018	536	419	346	422	1.55	247
	2019	491	384	290	354	1.69	251
	2020	473	370	284	346	1.67	258
	2021	686	536	495	604	1.39	270

MEDIAN FOR STANDARD HOURLY RATE BY BROAD REGION
for Status Codes Partner/Shareholder-Equity/Non-Equity and Associate/Staff Lawyer

Broad Region	Partner/Shareholder-Equity/Non-Equity	Associate/Staff Lawyer
	Rate \$	Rate \$
Northeast	\$575	\$485
Midwest	\$850	\$500
South	\$900	\$565
West	\$780	\$515



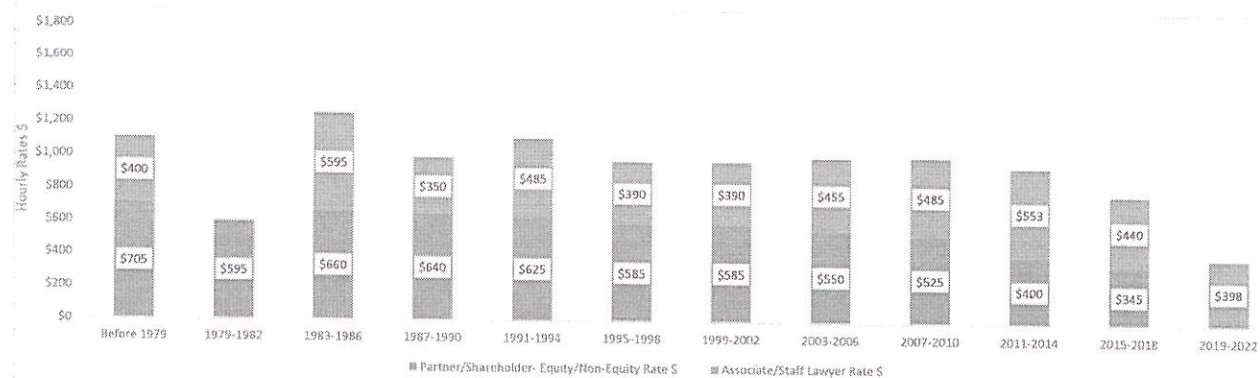
MEDIAN FOR STANDARD HOURLY RATE BY NARROW REGION
for Status Codes Partner/Shareholder-Equity/Non-Equity and Associate/Staff Lawyer

Narrow Region	Partner/Shareholder-Equity/Non-Equity	Associate/Staff Lawyer
	Rate \$	Rate \$
New England	\$505	\$330
Middle Atlantic	\$610	\$535
South Atlantic	\$775	\$560
East North Central	\$900	\$500
West North Central	\$513	\$375
West South Central	\$950	\$615
Mountain	\$585	\$435
Pacific	\$790	\$550



MEDIAN FOR STANDARD HOURLY RATE BY YEAR ADMITTED TO BAR
for Status Codes Partner/Shareholder-Equity/Non-Equity and Associate/Staff Lawyer

Year Admitted to Bar	Partner/Shareholder-Equity/Non-Equity	Associate/Staff Lawyer
	Rate \$	Rate \$
Before 1979	\$705	\$400
1979-1982	\$595	
1983-1986	\$660	\$595
1987-1990	\$640	\$350
1991-1994	\$625	\$485
1995-1998	\$585	\$390
1999-2002	\$585	\$390
2003-2006	\$550	\$455
2007-2010	\$525	\$485
2011-2014	\$400	\$553
2015-2018	\$345	\$440
2019-2022		\$398



NARROW REGION BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2022

		Rate						
		Number of Offices	Number of Lawyers	Average	Lower Quartile	Median	Upper Quartile	Ninth Decile
New England	Under 2 years	2	2	\$243	\$230	\$243	\$255	\$255
	4 or 5 Years	3	6	\$316	\$265	\$295	\$390	\$410
	6 or 7 Years	3	5	\$353	\$310	\$360	\$400	\$430
	8 to 10 Years	2	7	\$340	\$320	\$340	\$365	\$365
	11 to 15 Years	4	11	\$411	\$335	\$380	\$475	\$550
	16 to 20 Years	3	6	\$457	\$415	\$464	\$500	\$500
	21 to 30 Years	4	16	\$527	\$458	\$495	\$620	\$700
	31 or More Years	3	16	\$534	\$500	\$533	\$563	\$625
Middle Atlantic	Under 2 years	4	12	\$526	\$420	\$578	\$680	\$680
	2 or 3 Years	5	33	\$448	\$310	\$340	\$665	\$710
	4 or 5 Years	5	23	\$493	\$260	\$480	\$715	\$750
	6 or 7 Years	4	30	\$513	\$300	\$373	\$750	\$910
	8 to 10 Years	4	51	\$599	\$360	\$555	\$830	\$925
	11 to 15 Years	5	83	\$738	\$440	\$785	\$1,010	\$1,155
	16 to 20 Years	5	78	\$682	\$435	\$543	\$1,020	\$1,155
	21 to 30 Years	4	102	\$736	\$450	\$565	\$1,005	\$1,245
South Atlantic	31 or More Years	5	112	\$748	\$510	\$625	\$925	\$1,270
	Under 2 years	3	17	\$468	\$385	\$560	\$560	\$560
	2 or 3 Years	4	23	\$501	\$405	\$535	\$600	\$630
	4 or 5 Years	4	39	\$516	\$300	\$525	\$715	\$715
	6 or 7 Years	4	33	\$569	\$300	\$675	\$755	\$820
	8 to 10 Years	3	40	\$639	\$350	\$713	\$875	\$923
	11 to 15 Years	7	59	\$688	\$395	\$740	\$950	\$1,000
	16 to 20 Years	7	47	\$722	\$425	\$740	\$950	\$1,000
	21 to 30 Years	7	99	\$808	\$470	\$850	\$1,000	\$1,160
	31 or More Years	7	103	\$837	\$435	\$940	\$1,150	\$1,280

NATIONAL INDIVIDUAL STATUS CODES
STANDARD HOURLY BILLING RATES
As of January 1, 2022

Status Code	Number of Offices	Number of Lawyers	Rate				
			Average	Lower Quartile	Median	Upper Quartile	Ninth Decile
Equity Partner/Shareholder/Proprietor	17	683	\$634	\$445	\$575	\$765	\$1,040
Non-equity Partner/Salaried Partner/Non-Participating Partner	15	765	\$724	\$460	\$685	\$930	\$1,155
Associate Lawyer	16	946	\$510	\$330	\$480	\$675	\$800
Staff Lawyer	6	112	\$422	\$308	\$455	\$485	\$590
Of Counsel	10	205	\$707	\$475	\$690	\$860	\$1,040

NATIONAL COMBINED STATUS CODES
STANDARD HOURLY BILLING RATES
As of January 1, 2022

Status Code	Number of Offices	Number of Lawyers	Rate				
			Average	Lower Quartile	Median	Upper Quartile	Ninth Decile
Partner/Shareholder - Equity/Non-Equity	17	1448	\$682	\$450	\$600	\$900	\$1,150
Associate/Staff Lawyer	16	1058	\$501	\$330	\$470	\$675	\$800
Of Counsel	10	205	\$707	\$475	\$690	\$860	\$1,040

GENDER
STANDARD HOURLY BILLING RATES
As of January 1, 2022

Gender/Status	Number of Offices	Number of Lawyers	Rate				
			Average	Lower Quartile	Median	Upper Quartile	Ninth Decile
Female	Equity Partner/Shareholder/Proprietor	15	\$609	\$400	\$555	\$750	\$1,040
	Non-equity Partner/Salaried Partner/Non-Participating Partner	14	\$676	\$438	\$590	\$910	\$1,110
	Associate Lawyer	16	\$506	\$325	\$485	\$675	\$800
	Staff Lawyer	5	\$437	\$300	\$455	\$500	\$595
	Of Counsel	8	\$729	\$525	\$740	\$860	\$950
Male	Equity Partner/Shareholder/Proprietor	17	\$641	\$450	\$575	\$770	\$1,050
	Non-equity Partner/Salaried Partner/Non-Participating Partner	14	\$745	\$475	\$700	\$990	\$1,155
	Associate Lawyer	16	\$515	\$340	\$475	\$675	\$800
	Staff Lawyer	5	\$409	\$315	\$413	\$475	\$535
	Of Counsel	9	\$694	\$450	\$635	\$925	\$1,150

GENDER BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2022

Gender/Years of Experience	Number of Offices	Number of Lawyers	Rate				
			Average	Lower Quartile	Median	Upper Quartile	Ninth Decile
Female	Under 2 Years	10	\$429	\$310	\$430	\$560	\$575
	2 or 3 Years	13	\$415	\$258	\$395	\$565	\$665
	4 or 5 Years	13	\$436	\$265	\$390	\$630	\$715
	6 or 7 Years	13	\$547	\$375	\$503	\$755	\$800
	8 to 10 Years	14	\$566	\$350	\$513	\$800	\$893
	11 to 15 Years	15	\$609	\$385	\$558	\$820	\$1,000
	16 to 20 Years	16	\$622	\$415	\$550	\$770	\$1,000
	21 to 30 Years	13	\$672	\$475	\$580	\$840	\$1,050
	31 or More Years	13	\$695	\$468	\$625	\$913	\$1,110
Male	Under 2 Years	10	\$431	\$315	\$500	\$500	\$565
	2 or 3 Years	15	\$414	\$305	\$350	\$565	\$615
	4 or 5 Years	13	\$505	\$338	\$495	\$675	\$715
	6 or 7 Years	13	\$483	\$328	\$418	\$675	\$800
	8 to 10 Years	14	\$549	\$365	\$475	\$740	\$845
	11 to 15 Years	17	\$599	\$400	\$550	\$770	\$950
	16 to 20 Years	16	\$626	\$435	\$550	\$775	\$1,000
	21 to 30 Years	16	\$690	\$465	\$600	\$900	\$1,110
	31 or More Years	17	\$749	\$500	\$648	\$1,000	\$1,160

BROAD REGION
STANDARD HOURLY BILLING RATES
 As of January 1, 2022

Broad Region/Status	Number of Offices	Number of Lawyers	Rate				
			Average	Lower Quartile	Median	Upper Quartile	Ninth Decile
Northeast	Equity Partner/Shareholder/Proprietor	6	\$668	\$455	\$530	\$715	\$1,245
	Non-equity Partner/Salaried Partner/Non-Participating Partner	5	\$719	\$450	\$620	\$1,005	\$1,155
	Associate Lawyer	7	\$543	\$320	\$485	\$750	\$925
	Staff Lawyer	2	\$514	\$440	\$495	\$590	\$745
	Of Counsel	4	\$750	\$495	\$693	\$1,000	\$1,155
Midwest	Equity Partner/Shareholder/Proprietor	4	\$875	\$575	\$990	\$1,090	\$1,150
	Non-equity Partner/Salaried Partner/Non-Participating Partner	4	\$793	\$585	\$770	\$990	\$1,150
	Associate Lawyer	4	\$563	\$400	\$565	\$715	\$780
	Staff Lawyer	1	\$406	\$290	\$455	\$475	\$475
	Of Counsel	2	\$771	\$690	\$740	\$850	\$1,150
South	Equity Partner/Shareholder/Proprietor	5	\$709	\$400	\$570	\$1,040	\$1,160
	Non-equity Partner/Salaried Partner/Non-Participating Partner	9	\$865	\$690	\$910	\$1,030	\$1,160
	Associate Lawyer	6	\$590	\$410	\$910	\$1,030	\$1,160
	Staff Lawyer	3	\$439	\$385	\$600	\$755	\$860
	Of Counsel	5	\$810	\$613	\$820	\$950	\$1,000
West	Equity Partner/Shareholder/Proprietor	3	\$794	\$710	\$775	\$810	\$950
	Non-equity Partner/Salaried Partner/Non-Participating Partner	3	\$826	\$650	\$800	\$990	\$1,160
	Associate Lawyer	3	\$560	\$435	\$515	\$675	\$780
	Staff Lawyer	4	\$715	\$515	\$685	\$820	\$1,000
	Of Counsel	23					

NARROW REGION
STANDARD HOURLY BILLING RATES
 As of January 1, 2022

Narrow Region/Status	Number of Offices	Number of Lawyers	Rate				
			Average	Lower Quartile	Median	Upper Quartile	Ninth Decile
New England	Equity Partner/Shareholder/Proprietor	2	\$507	\$460	\$505	\$540	\$625
	Non-equity Partner/Salaried Partner/Non-Participating Partner	3	\$521	\$425	\$525	\$575	\$700
	Associate Lawyer	4	\$349	\$285	\$330	\$378	\$450
	Staff Lawyer	1	\$440	\$408	\$428	\$495	\$525
	Of Counsel	5	\$697	\$450	\$571	\$860	\$1,345
Middle Atlantic	Equity Partner/Shareholder/Proprietor	4	\$737	\$455	\$625	\$1,075	\$1,155
	Non-equity Partner/Salaried Partner/Non-Participating Partner	6	\$569	\$325	\$560	\$785	\$925
	Associate Lawyer	2	\$547	\$445	\$495	\$653	\$753
	Staff Lawyer	3	\$833	\$600	\$860	\$1,155	\$1,155
	Of Counsel	5	\$664	\$400	\$500	\$1,000	\$1,160
South Atlantic	Equity Partner/Shareholder/Proprietor	9	\$851	\$538	\$950	\$1,050	\$1,220
	Non-equity Partner/Salaried Partner/Non-Participating Partner	6	\$563	\$385	\$560	\$715	\$845
	Associate Lawyer	3	\$438	\$385	\$473	\$525	\$595
	Staff Lawyer	5	\$811	\$548	\$820	\$1,000	\$1,000
	Of Counsel	3	\$911	\$840	\$990	\$1,090	\$1,150
East North Central	Equity Partner/Shareholder/Proprietor	4	\$827	\$740	\$810	\$1,000	\$1,150
	Non-equity Partner/Salaried Partner/Non-Participating Partner	3	\$581	\$500	\$605	\$715	\$780
	Associate Lawyer	1	\$406	\$290	\$455	\$475	\$475
	Staff Lawyer	31	\$820	\$740	\$750	\$900	\$1,150
	Of Counsel	1	\$563	\$525	\$550	\$600	\$650
West North Central	Equity Partner/Shareholder/Proprietor	1	\$501	\$463	\$488	\$550	\$575
	Non-equity Partner/Salaried Partner/Non-Participating Partner	1	\$366	\$330	\$375	\$395	\$400
	Associate Lawyer	1	\$394	\$338	\$388	\$450	\$475
	Staff Lawyer	12	\$1,074	\$975	\$1,025	\$1,160	\$1,280
	Of Counsel	1	\$930	\$880	\$910	\$1,050	\$1,110
West South Central	Equity Partner/Shareholder/Proprietor	1	\$674	\$585	\$653	\$778	\$875
	Non-equity Partner/Salaried Partner/Non-Participating Partner	1	\$440	\$395	\$395	\$498	\$520
	Associate Lawyer	1	\$808	\$813	\$820	\$910	\$910
	Staff Lawyer	2	\$727	\$580	\$625	\$883	\$1,090
	Of Counsel	2	\$680	\$525	\$550	\$850	\$990
Mountain	Equity Partner/Shareholder/Proprietor	2	\$507	\$385	\$435	\$640	\$780
	Non-equity Partner/Salaried Partner/Non-Participating Partner	3	\$645	\$475	\$575	\$810	\$850
	Associate Lawyer	2	\$800	\$735	\$780	\$810	\$885
	Staff Lawyer	2	\$883	\$760	\$833	\$1,000	\$1,220
	Of Counsel	2	\$573	\$450	\$550	\$690	\$800
Pacific	Equity Partner/Shareholder/Proprietor	2	\$806	\$685	\$755	\$950	\$1,100
	Non-equity Partner/Salaried Partner/Non-Participating Partner	2					
	Associate Lawyer	2					
	Staff Lawyer	2					
	Of Counsel	10					

BROAD REGION BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2022

Broad Region/Years of Experience	Rate		Lower Quartile	Median	Upper Quartile	Ninth Decile
	Number of Offices	Number of Lawyers				
Northeast	Under 2 years	5	\$485	\$255	\$548	\$680
	2 or 3 Years	5	\$448	\$310	\$340	\$710
	4 or 5 Years	6	\$456	\$260	\$390	\$750
	6 or 7 Years	6	\$490	\$300	\$360	\$895
	8 to 10 Years	5	\$568	\$340	\$513	\$925
	11 to 15 Years	7	\$700	\$420	\$708	\$1,155
	16 to 20 Years	6	\$666	\$425	\$520	\$1,155
	21 to 30 Years	6	\$708	\$450	\$545	\$1,200
	31 or More Years	6	\$721	\$510	\$625	\$1,245
Midwest	Under 2 years	2	\$477	\$500	\$500	\$500
	2 or 3 Years	3	\$456	\$330	\$500	\$565
	4 or 5 Years	3	\$467	\$320	\$495	\$640
	6 or 7 Years	4	\$567	\$380	\$675	\$800
	8 to 10 Years	3	\$608	\$440	\$690	\$780
	11 to 15 Years	4	\$588	\$455	\$643	\$810
	16 to 20 Years	4	\$690	\$500	\$740	\$1,000
	21 to 30 Years	4	\$773	\$575	\$825	\$990
	31 or More Years	4	\$945	\$750	\$1,040	\$1,150
South	Under 2 years	3	\$485	\$425	\$560	\$560
	2 or 3 Years	4	\$528	\$428	\$583	\$630
	4 or 5 Years	4	\$558	\$330	\$635	\$715
	6 or 7 Years	4	\$596	\$418	\$715	\$820
	8 to 10 Years	3	\$664	\$395	\$740	\$910
	11 to 15 Years	7	\$705	\$435	\$740	\$1,000
	16 to 20 Years	7	\$734	\$425	\$780	\$1,025
	21 to 30 Years	7	\$824	\$495	\$900	\$1,160
	31 or More Years	7	\$860	\$450	\$950	\$1,150
West	Under 2 years	3	\$414	\$335	\$385	\$560
	2 or 3 Years	3	\$459	\$385	\$415	\$605
	4 or 5 Years	3	\$558	\$425	\$495	\$755
	6 or 7 Years	3	\$538	\$425	\$483	\$675
	8 to 10 Years	3	\$628	\$495	\$570	\$780
	11 to 15 Years	3	\$638	\$545	\$625	\$820
	16 to 20 Years	3	\$719	\$650	\$700	\$985
	21 to 30 Years	4	\$780	\$675	\$755	\$1,050
	31 or More Years	3	\$906	\$790	\$820	\$1,230

INDIVIDUAL NON-LITIGATION SPECIALTIES
STANDARD HOURLY BILLING RATES
As of January 1, 2022

Specialty/Status	Number of Offices	Number of Lawyers	Rate				
			Average	Lower Quartile	Median	Upper Quartile	Ninth Decile
Administrative/Legislative/Regulatory	Partner/Shareholder- Equity/Non-Equity	4	\$875	\$700	\$970	\$1,000	\$1,160
	Associate/Staff Lawyer	1	\$667	\$540	\$710	\$800	\$910
	Of Counsel	2	\$888	\$811	\$885	\$950	\$1,000
Banking	Partner/Shareholder- Equity/Non-Equity	5	\$740	\$500	\$650	\$1,000	\$1,155
	Associate/Staff Lawyer	3	\$538	\$395	\$495	\$740	\$800
	Of Counsel	2	\$473	\$320	\$473	\$625	\$625
Bankruptcy	Partner/Shareholder- Equity/Non-Equity	4	\$930	\$563	\$875	\$1,255	\$1,525
	Associate/Staff Lawyer	2	\$796	\$675	\$785	\$1,050	\$1,190
	Of Counsel	2	\$848	\$740	\$900	\$1,000	\$1,200
Commercial/Contracts	Partner/Shareholder- Equity/Non-Equity	3	\$588	\$565	\$600	\$650	\$675
	Associate/Staff Lawyer	4	\$391	\$325	\$390	\$415	\$685
	Of Counsel	1	\$615	\$615	\$615	\$615	\$615
Education	Partner/Shareholder- Equity/Non-Equity	5	\$726	\$550	\$680	\$850	\$1,090
	Associate/Staff Lawyer	4	\$449	\$355	\$430	\$495	\$705
	Of Counsel	2	\$691	\$605	\$685	\$810	\$850
Employee Benefits (ERISA)	Partner/Shareholder- Equity/Non-Equity	4	\$718	\$550	\$690	\$860	\$935
	Associate/Staff Lawyer	3	\$581	\$398	\$658	\$755	\$795
	Of Counsel	2	\$708	\$563	\$768	\$851	\$860
Employment (FLSA, ADA, ADEA)	Partner/Shareholder- Equity/Non-Equity	5	\$637	\$498	\$650	\$735	\$825
	Associate/Staff Lawyer	2	\$436	\$385	\$405	\$490	\$595
	Of Counsel	3	\$457	\$400	\$460	\$495	\$555
Environmental	Partner/Shareholder- Equity/Non-Equity	3	\$279	\$260	\$275	\$310	\$320
	Associate/Staff Lawyer	9	\$545	\$380	\$505	\$740	\$795
	Of Counsel	7	\$322	\$230	\$265	\$350	\$600
Family Law/Domestic Relations	Partner/Shareholder- Equity/Non-Equity	4	\$423	\$178	\$425	\$438	\$525
	Associate/Staff Lawyer	3	\$779	\$680	\$785	\$860	\$950
	Of Counsel	3	\$623	\$450	\$591	\$755	\$875
General Business	Partner/Shareholder- Equity/Non-Equity	2	\$674	\$585	\$700	\$790	\$810
	Associate/Staff Lawyer	2	\$498	\$425	\$498	\$570	\$570
	Of Counsel	7	\$740	\$500	\$725	\$960	\$1,110
Health Care	Partner/Shareholder- Equity/Non-Equity	5	\$571	\$400	\$565	\$755	\$835
	Associate/Staff Lawyer	3	\$728	\$535	\$695	\$910	\$1,000
	Of Counsel	2	\$640	\$575	\$650	\$695	\$695
Insurance	Partner/Shareholder- Equity/Non-Equity	1	\$175	\$350	\$375	\$400	\$400
	Associate/Staff Lawyer	4	\$736	\$670	\$760	\$800	\$970
	Of Counsel	2	\$493	\$275	\$470	\$690	\$810
Intellectual Property	Partner/Shareholder- Equity/Non-Equity	1	\$765	\$690	\$765	\$840	\$840
	Associate/Staff Lawyer	9	\$908	\$880	\$935	\$970	\$1,155
	Of Counsel	1	\$627	\$570	\$615	\$770	\$840
Labor/Collective Bargaining (Mgmt.)	Partner/Shareholder- Equity/Non-Equity	2	\$710	\$690	\$710	\$770	\$770
	Associate/Staff Lawyer	3	\$864	\$700	\$860	\$1,000	\$1,150
	Of Counsel	3	\$617	\$475	\$605	\$755	\$875
Labor/Collective Bargaining (Union)	Partner/Shareholder- Equity/Non-Equity	1	\$887	\$780	\$820	\$1,035	\$1,170
	Associate/Staff Lawyer	4	\$809	\$510	\$798	\$1,090	\$1,155
	Of Counsel	2	\$539	\$300	\$480	\$755	\$895
Mergers/Acquisitions	Partner/Shareholder- Equity/Non-Equity	9	\$634	\$480	\$575	\$740	\$950
	Associate/Staff Lawyer	9	\$464	\$345	\$400	\$510	\$735
	Of Counsel	5	\$701	\$530	\$740	\$855	\$950
Municipal Finance	Partner/Shareholder- Equity/Non-Equity	1	\$563	\$550	\$563	\$575	\$575
	Associate/Staff Lawyer	7	\$911	\$598	\$975	\$1,130	\$1,435
	Of Counsel	3	\$654	\$425	\$728	\$868	\$950
Real Estate	Partner/Shareholder- Equity/Non-Equity	2	\$816	\$618	\$775	\$1,015	\$1,220
	Associate/Staff Lawyer	11	\$704	\$435	\$638	\$885	\$1,160
	Of Counsel	11	\$512	\$385	\$480	\$715	\$755
Securities	Partner/Shareholder- Equity/Non-Equity	3	\$735	\$540	\$758	\$825	\$1,150
	Associate/Staff Lawyer	5	\$658	\$555	\$700	\$755	\$830
	Of Counsel	4	\$477	\$405	\$495	\$550	\$630
Taxation	Partner/Shareholder- Equity/Non-Equity	3	\$458	\$338	\$453	\$578	\$600
	Associate/Staff Lawyer	5	\$471	\$400	\$450	\$525	\$620
	Of Counsel	3	\$304	\$275	\$310	\$325	\$378
Trusts/Estates/Probate	Partner/Shareholder- Equity/Non-Equity	2	\$568	\$525	\$568	\$610	\$610
	Associate/Staff Lawyer	2					
	Of Counsel	2					

INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE
STANDARD HOURLY BILLING RATES
As of January 1, 2022

As of January 1, 2022		Rate						
Specialty/Years of Experience	Number of Offices	Number of Lawyers	Rate					
			Average	Lower Quartile	Median	Upper Quartile	Ninth Decile	
Administrative/Legislative/Regulatory	2 or 3 Years	1	2	\$540	\$405	\$540	\$675	\$675
	4 or 5 Years	1	4	\$725	\$683	\$713	\$768	\$820
	6 or 7 Years	1	4	\$623	\$468	\$648	\$778	\$800
	8 to 10 Years	1	5	\$802	\$710	\$800	\$910	\$950
	11 to 15 Years	1	6	\$863	\$775	\$865	\$950	\$1,000
	16 to 20 Years	2	6	\$771	\$600	\$820	\$910	\$950
	21 to 30 Years	1	7	\$922	\$820	\$950	\$1,000	\$1,050
	31 or More Years	4	14	\$914	\$700	\$975	\$1,160	\$1,280
Banking	2 or 3 Years	2	2	\$480	\$330	\$480	\$630	\$630
	4 or 5 Years	1	3	\$435	\$315	\$495	\$495	\$495
	6 or 7 Years	1	3	\$648	\$485	\$660	\$800	\$800
	8 to 10 Years	1	7	\$574	\$400	\$520	\$740	\$820
	16 to 20 Years	3	3	\$633	\$465	\$575	\$860	\$860
	21 to 30 Years	4	10	\$752	\$525	\$613	\$1,000	\$1,278
	31 or More Years	3	6	\$794	\$625	\$688	\$1,150	\$1,150
	Bankruptcy	2 or 3 Years	1	2	\$360	\$330	\$360	\$390
4 or 5 Years		1	2	\$695	\$675	\$695	\$715	\$715
6 or 7 Years		1	2	\$475	\$475	\$475	\$475	\$475
8 to 10 Years		2	13	\$831	\$740	\$785	\$980	\$1,155
11 to 15 Years		3	4	\$724	\$545	\$700	\$1,103	\$1,155
16 to 20 Years		3	16	\$963	\$563	\$965	\$1,315	\$1,525
21 to 30 Years		3	11	\$1,153	\$750	\$1,150	\$1,555	\$1,555
31 or More Years		2	2	\$245	\$165	\$245	\$325	\$325
Commercial/Contracts	2 or 3 Years	2	2	\$538	\$390	\$538	\$685	\$685
	4 or 5 Years	1	2	\$415	\$415	\$415	\$415	\$415
	6 or 7 Years	2	4	\$568	\$523	\$575	\$613	\$650
	8 to 10 Years	3	4	\$545	\$480	\$583	\$610	\$620
	11 to 15 Years	3	6	\$607	\$525	\$650	\$675	\$700
	16 to 20 Years	2	2	\$293	\$260	\$293	\$325	\$325
	21 to 30 Years	2	2	\$390	\$355	\$390	\$425	\$425
	31 or More Years	3	3	\$493	\$430	\$475	\$575	\$575
Employee Benefits (ERISA)	2 or 3 Years	3	5	\$571	\$450	\$495	\$740	\$770
	4 or 5 Years	2	4	\$591	\$525	\$628	\$658	\$675
	6 or 7 Years	4	9	\$768	\$650	\$810	\$850	\$940
	8 to 10 Years	6	13	\$760	\$615	\$685	\$850	\$1,150
	11 to 15 Years	2	3	\$397	\$250	\$405	\$535	\$535
	16 to 20 Years	1	4	\$680	\$625	\$715	\$735	\$755
	21 to 30 Years	2	9	\$626	\$415	\$715	\$755	\$755
	31 or More Years	2	6	\$648	\$415	\$665	\$875	\$875
Employment (FLSA, ADA, ADEA)	2 or 3 Years	3	13	\$616	\$450	\$690	\$795	\$800
	4 or 5 Years	3	7	\$653	\$500	\$690	\$860	\$880
	6 or 7 Years	2	13	\$757	\$600	\$800	\$860	\$935
	8 to 10 Years	3	9	\$691	\$550	\$620	\$845	\$1,100
	11 to 15 Years	1	2	\$385	\$385	\$385	\$385	\$385
	16 to 20 Years	1	2	\$410	\$405	\$410	\$415	\$415
	21 to 30 Years	1	4	\$578	\$500	\$595	\$655	\$715
	31 or More Years	2	4	\$695	\$523	\$700	\$868	\$985
Environmental	2 or 3 Years	3	5	\$597	\$460	\$580	\$720	\$810
	4 or 5 Years	5	7	\$588	\$400	\$650	\$675	\$825
	6 or 7 Years	1	4	\$265	\$260	\$265	\$270	\$270
	8 to 10 Years	1	2	\$280	\$280	\$280	\$280	\$280
	11 to 15 Years	2	2	\$263	\$225	\$263	\$300	\$300
	16 to 20 Years	2	7	\$307	\$270	\$320	\$330	\$330
	21 to 30 Years	2	11	\$384	\$360	\$400	\$400	\$440
	31 or More Years	1	6	\$443	\$420	\$435	\$450	\$495
Family Law/Domestic Relations	2 or 3 Years	2	8	\$479	\$460	\$498	\$555	\$555
	4 or 5 Years	2	10	\$525	\$485	\$495	\$565	\$700
	6 or 7 Years	2	3	\$257	\$230	\$230	\$310	\$310
	8 to 10 Years	5	10	\$253	\$190	\$240	\$255	\$425
	11 to 15 Years	3	6	\$288	\$245	\$265	\$300	\$455
	16 to 20 Years	3	5	\$373	\$325	\$330	\$420	\$575
	21 to 30 Years	4	6	\$428	\$350	\$383	\$420	\$700
	31 or More Years	4	6	\$432	\$235	\$400	\$625	\$700
General Business	2 or 3 Years	7	10	\$415	\$310	\$360	\$425	\$728
	4 or 5 Years	7	24	\$526	\$378	\$463	\$713	\$795
	6 or 7 Years	8	31	\$598	\$475	\$580	\$740	\$795
	8 to 10 Years							
	11 to 15 Years							
	16 to 20 Years							
	21 to 30 Years							
	31 or More Years							